



OVERSIGHT AND
COMPLIANCE

OFFICE OF THE DEPUTY CHIEF MANAGEMENT OFFICER
9010 DEFENSE PENTAGON
WASHINGTON, DC 20301-9010

DEC 7 2016

Library of Congress
Anglo-American Acquisitions Division
Government Documents Section
Federal Advisory Committee Desk
101 Independence Avenue, S.E.
Washington, D.C. 20540

Dear Sir or Madam,

Enclosed is a copy of the charter that renews the Department of Defense Wage Committee, which is being filed with your office in accordance with the Federal Advisory Committee Act of 1972 (5 U.S.C., Appendix, as amended).

Copies of this charter are also being filed with the Armed Services Committee of the U.S. Senate and the U.S. House of Representatives, and the Appropriations Committee for the U.S. Senate and the U.S. House of Representatives.

Sincerely,

A handwritten signature in blue ink, which appears to read "James D. Freeman II", is written over a horizontal line.

James D. Freeman II
Advisory Committee Management
Officer for the Department of Defense

1 Enclosure
As stated



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OFFICE OF THE DEPUTY CHIEF MANAGEMENT OFFICER
9010 DEFENSE PENTAGON
WASHINGTON, DC 20301-9010

DEC 7 2016

The Honorable Mac Thornberry
Chairman
Committee on Armed Services
U.S. House of Representatives
Room 2216 Rayburn House Office Building
Washington, DC 20510

Dear Mr. Chairman,

Enclosed is a copy of the charter that renews the Department of Defense Wage Committee, which is being filed with your office in accordance with the Federal Advisory Committee Act of 1972 (5 U.S.C., Appendix, as amended).

Copies of this charter are also being filed with the Armed Services Committee for the U.S. Senate, the Appropriations Committee for the U.S. Senate and the U.S. House of Representatives, and the Library of Congress.

Sincerely,

James D. Freeman II
Advisory Committee Management
Officer for the Department of Defense

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OFFICE OF THE DEPUTY CHIEF MANAGEMENT OFFICER

**9010 DEFENSE PENTAGON
WASHINGTON, DC 20301-9010**

DEC 7 2016

The Honorable Harold Rogers
Chairman
Committee on Appropriations
U.S. House of Representatives
Room H307 Capitol
Washington, D.C. 20515

Dear Mr. Chairman,

Enclosed is a copy of the charter that renews the Department of Defense Wage Committee, which is being filed with your office in accordance with the Federal Advisory Committee Act of 1972 (5 U.S.C., Appendix, as amended).

Copies of this charter are also being filed with the Armed Services Committee for the U.S. Senate and the U.S. House of Representatives, the Appropriations Committee for the U.S. Senate, and the Library of Congress.

Sincerely,

James D. Freeman II
Advisory Committee Management
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OVERSIGHT AND
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OFFICE OF THE DEPUTY CHIEF MANAGEMENT OFFICER

**9010 DEFENSE PENTAGON
WASHINGTON, DC 20301-9010**

DEC 7 2016

The Honorable Thad Cochran
Chairman
Committee on Appropriations
United States Senate
Room S-128 Capitol
Washington, D.C. 20510

Dear Mr. Chairman,

Enclosed is a copy of the charter that renews the Department of Defense Wage Committee, which is being filed with your office in accordance with the Federal Advisory Committee Act of 1972 (5 U.S.C., Appendix, as amended).

Copies of this charter are also being filed with the Armed Services Committee for the U.S. Senate and the U.S. House of Representatives, Appropriations Committee for the U.S. House of Representatives, and the Library of Congress.

Sincerely,

James D. Freeman II
Advisory Committee Management
Officer for the Department of Defense

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OFFICE OF THE DEPUTY CHIEF MANAGEMENT OFFICER
9010 DEFENSE PENTAGON
WASHINGTON, DC 20301-9010

DEC 7 2016

The Honorable John McCain
Chairman
Committee on Armed Services
United States Senate
Room SR-228 Russell Senate Office Building
Washington, D.C. 20510

Dear Mr. Chairman,

Enclosed is a copy of the charter that renews the Department of Defense Wage Committee, which is being filed with your office in accordance with the Federal Advisory Committee Act of 1972 (5 U.S.C., Appendix, as amended).

Copies of this charter are also being filed with the Armed Services Committee for the U.S. House of Representatives, the Appropriations Committee for the U.S. Senate and the U.S. House of Representatives, and the Library of Congress.

Sincerely,

James D. Freeman II
Advisory Committee Management
Officer for the Department of Defense

1 Enclosure
As stated

Charter
Department of Defense Wage Committee

1. Committee's Official Designation: The committee will be known as the Department of Defense Wage Committee ("the Committee").
2. Authority: The Secretary of Defense, pursuant to 5 C.F.R. § 532.227(a), as directed by 5 U.S.C. § 5343(c), and in accordance with the Federal Advisory Committee Act (FACA) of 1972 (5 U.S.C., Appendix, as amended) and 41 C.F.R. § 102-3.50(c), established this discretionary Committee.
3. Objectives and Scope of Activities: The Committee shall provide independent advice and recommendations on matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated fund and non-appropriated fund wage areas, as set out in paragraph 4 below.
4. Description of Duties: The Committee, as directed by 5 C.F.R. §§ 532.209, 532.227 and 532.243 and the Office of Personnel Management Operating Manual, Federal Wage System, Appropriated and Non-Appropriated Funds, S3-2 Agency Level, provides the Secretary of Defense or the Deputy Secretary of Defense, through the Under Secretary of Defense for Personnel and Readiness (USD(P&R)), independent advice and recommendations on all matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated fund and non-appropriated fund wage areas of blue-collar employees within the Department of Defense (DoD).
 - a. The Committee considers and makes recommendations to the DoD on any matter involved in developing specifications for a wage survey on which the DoD proposes not to accept the recommendations of a local wage survey committee and any matters on which a minority report has been filed;
 - b. Upon completion of a wage survey, the Committee considers the survey data, the local wage survey committee's report and recommendations, and the statistical analyses and proposed pay schedules derived from them, as well as any other data or recommendations pertinent to the survey, and recommends wage schedules to the pay-fixing authority; and
 - c. A majority of the Committee constitutes a decision and recommendation of the Committee, but a member of the minority may file a report with the Committee's recommendations.
5. Agency or Official to Whom the Committee Reports: The Committee reports to the Secretary of Defense and/or the Deputy Secretary of Defense, through the USD(P&R). The USD(P&R), or designated representative, pursuant to DoD policy, may act upon the Committee's advice and recommendations.
6. Support: The DoD, through the Office of the USD(P&R) and the Defense Human Resources Activity, Civilian Personnel Management Service, Wage and Salary Division, shall support the Committee and shall ensure compliance with requirements of the FACA, the Government in the Sunshine Act of 1976 (5 U.S.C. § 552b, as amended) ("the Sunshine Act"), governing Federal statutes and regulations, and established DoD policies and procedures.

Charter
Department of Defense Wage Committee

7. Estimated Annual Operating Costs and Staff Years: The estimated annual operating cost, to include travel, meetings, and contract support, is approximately \$36,000.00. The estimated annual personnel cost to the DoD is 0.3 full-time equivalents.
8. Designated Federal Officer: The Committee's Designated Federal Officer (DFO), pursuant to DoD policy, shall be a full-time or permanent part-time DoD employee designated in accordance with DoD policies and procedures.

The Committee's DFO is required to be in attendance at all meetings of the Committee for the entire duration of each and every meeting. However, in the absence of the Committee's DFO, a properly approved Alternate DFO duly designated to the Committee according to established DoD policies and procedures, must attend the entire duration of all of the Committee meetings.

The DFO, or the Alternate DFO, calls all Committee meetings; prepares and approves all meeting agendas; and adjourns any meeting when the DFO, or the Alternate DFO, determines adjournment to be in the public interest or required by governing regulations or DoD policies and procedures.

9. Estimated Number and Frequency of Meetings: The Committee meets at the call of the Committee's DFO, in consultation with the Committee's Chair. The estimated number of Committee meetings is twenty-six per year.
10. Duration: The need for this advisory function is on a continuing basis; however, this charter is subject to renewal every two years.
11. Termination: The Committee shall terminate upon rescission of 5 U.S.C. § 5343(c) and 5 C.F.R. § 532.227.
12. Membership and Designation: The Committee, pursuant to 5 C.F.R. § 532.227, is composed of five members, a chair and four additional members. One member shall be designated by each of the two labor organizations having the largest number of wage employees covered by exclusive recognition in the DoD. The other two members will have management backgrounds.

The appointment of the Committee members will be authorized by the Secretary of Defense or the Deputy Secretary of Defense and administratively certified by the USD(P&R), as the Sponsor, for a term of service of one-to-two years, with annual renewals, in accordance with DoD policies and procedures. Members of the Committee, who are not full-time or permanent part-time Federal officers or employees and who provide their own best independent judgment based on their individual expertise and on behalf of the Federal government, must be appointed as experts or consultants pursuant to 5 U.S.C. § 3109 to serve as special government employee (SGE) members. Those who are full-time or permanent

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Department of Defense Wage Committee

part-time Federal officers or employees must be appointed pursuant to 41 C.F.R. § 102-3.130(a) to serve as regular government employee (RGE) members. Those who are not full-time or permanent part-time Federal officers or employees and are selected for the purpose of obtaining the point of view or perspective of an outside interest group or stakeholder interest must be appointed pursuant to 41 C.F.R. § 102-3.130(a) to serve as representative members.

Consistent with Deputy Secretary of Defense policy, the USD(P&R) may appoint the Committee's Chair from among the membership previously approved according to DoD policies and procedures and in doing so, shall determine the term of service for the Committee's Chair, which shall not exceed the member's approved term of service.

SGE and RGE members of the Panel are appointed to provide advice on the basis of their best judgment without representing any particular points of view and in a manner that is free from conflict of interest.

Except for reimbursement of official Committee-related travel and per diem, Committee members serve without compensation.

13. Subcommittees: The DoD has determined that subcommittees will not be authorized for this Committee.
14. Recordkeeping: The records of the Committee shall be handled in accordance with General Records Schedule 6.2, Federal Advisory Committee Records, or other approved agency records disposition schedule, as well as the appropriate DoD policies and procedures. These records will be available for public inspection and copying, subject to the Freedom of Information Act of 1966 (5 U.S.C. § 552, as amended).
15. Filing Date: December 7, 2016

Membership Balance Plan
Department of Defense Wage Committee

Agency: Department of Defense (DoD)

1. Authority: The Secretary of Defense, pursuant to 5 C.F.R. § 532.227(a), as directed by 5 U.S.C. § 5343(c), and in accordance with the Federal Advisory Committee Act (FACA) of 1972 (5 U.S.C., Appendix, as amended) and 41 C.F.R. § 102-3.50(c), established the Department of Defense Wage Committee (“the Committee”), a discretionary advisory committee.
2. Mission/Function: The Committee, as directed by 5 C.F.R. §§ 532.209, 532.227 and 532.243, and the Office of Personnel Management Operating Manual, Federal Wage System, Appropriated and Non-Appropriated Funds, S3-2 Agency Level, provide the Secretary of Defense or the Deputy Secretary of Defense, through the Under Secretary of Defense for Personnel and Readiness (USD(P&R)), independent advice and recommendations on all matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated fund and non-appropriated fund wage areas of blue-collar employees within the Department of Defense (DoD).
 - a. The Committee considers and makes recommendations to the DoD on any matter involved in developing specifications for a wage survey on which the DoD proposes not to accept the recommendations of a local wage survey committee and any matters on which a minority report has been filed;
 - b. Upon completion of a wage survey, the Committee considers the survey data, the local wage survey committee’s report and recommendations, and the statistical analyses and proposed pay schedules derived from them, as well as any other data or recommendations pertinent to the survey, and recommends wage schedules to the pay-fixing authority; and
 - c. A majority of the Committee constitutes a decision and recommendation of the Committee, but a member of the minority may file a report with the Committee’s recommendations.
3. Points of View: The Committee, pursuant to 5 C.F.R. § 532.227, is composed of five members, a chair and four additional members. One member shall be designated by each of the two labor organizations having the largest number of wage employees covered by exclusive recognition in the DoD. The other two members will have management backgrounds.

Those individuals representing the labor organizations are selected by the labor organizations to provide the committee with the points of view of nongovernment entities or a recognizable group of persons that have interests in the subject matter under consideration by the Committee. The Chair and the other two members are appointed to exercise their own individual best judgment on behalf of the government.

Committee members, who are not full-time or permanent part-time Federal officers or employees and who provide their own best independent judgment based on their individual expertise and on behalf of the Federal government, must be appointed as experts or consultants pursuant to 5 U.S.C. § 3109 to serve as special government employee (SGE)

Membership Balance Plan
Department of Defense Wage Committee

members. Committee members who are full-time or permanent part-time Federal officers or employees must be appointed pursuant to 41 C.F.R. § 102-3.130(a) to serve as RGE members. Those who are not full-time or permanent part-time Federal officers or employees and are selected for the purpose of obtaining the point of view or perspective of an outside interest group or stakeholder interest must be appointed pursuant to 41 C.F.R. § 102-3.130(a) to serve as representative members.

The DoD, in selecting potential candidates for the Committee, reviews the educational and professional credentials of individuals and bases its selection on this review and the subject matters being handled by the Committee. The DoD has found that viewing the complex issues facing the DoD through a multidisciplinary advisory committee, provides the DoD and, more importantly, the American public with a broader understanding of the issues on which subsequent policy decisions will be based.

The Committee's membership balance is not static, and the Secretary of Defense may change the membership based upon work assigned to the Committee by the Secretary of Defense, the Deputy Secretary of Defense, or the USD(P&R), as the Sponsor. The DoD, unless otherwise provided for by statute or Presidential directive, does not use representative members on DoD-established or supported advisory committees.

4. Other Balance Factors: NA
5. Candidate Identification Process: The DoD, in selecting potential candidates for the Committee, reviews the educational and professional credentials of individuals with extensive professional experience in matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated and non-appropriated fund wage areas of blue-collar employees within the DoD.

Potential RGE member candidates come from the DoD Components with the largest number of wage employees within the DoD and are identified by senior DoD officials from the Office of the Secretary of Defense, the Military Departments, and the Defense Logistics Agency.

The remaining two candidates represent the two labor organization having the largest number of wage employees covered by exclusive recognition in the DoD. Each labor organization selects one individual to represent it and its stakeholders, to serve as a representative member to the Committee.

With the exception of the labor organization's representatives, once potential candidates are identified, the Designated Federal Officer, in consultation with the USD(P&R), will review the credentials of each individual and narrows the list of candidates. During the review, he or she strives to achieve a balance between the professional credentials of the individuals and the near-term subject matter to be

Membership Balance Plan
Department of Defense Wage Committee

reviewed by the Committee to achieve expertise in points of view to be represented and functions to be performed.

Once the USD(P&R) has narrowed the list of candidates and before formal nomination to the Secretary of Defense or the Deputy Secretary of Defense, the list of candidates will undergo a review by the Office of the General Counsel for the Department of Defense and the Office of the Advisory Committee Management Officer to ensure compliance with Federal and DoD governance requirements, including compliance with the Committee's statute, charter, and membership balance plan. Following this review, the USD(P&R) discusses his or her potential nominees with the Secretary of Defense or the Deputy Secretary of Defense and requests authority to proceed with the nominations.

The USD(P&R) is authorized to administratively certify the appointment of Committee members that were previously authorized by the Secretary of Defense or the Deputy Secretary of Defense. Consistent with Deputy Secretary of Defense policy and the authority delegated to the Advisory Committee Management Officer (ACMO) by the Assistant Deputy Chief Management Officer, the ACMO is authorized to administratively certify the annual renewal of appointment of Committee members previously approved according to DoD policies and procedures. Consistent with the Deputy Secretary of Defense policy, the USD(P&R) may appoint the Committee's Chair from among the membership previously authorized by the Secretary of Defense or Deputy Secretary of Defense and, in doing so, shall determine the term of service, which shall not exceed the member's approved term of service.

Following the Secretary of Defense or the Deputy Secretary of Defense authorization and the USD(P&R)'s subsequent administrative certification of the appointment, the candidates are required to complete the necessary appointment paperwork, to include meeting the appropriate ethics requirements stipulated by the Office of Government Ethics for advisory committee members.

Members will be appointed for a term of service of one-to-two years. The non-labor organization members shall not serve more than two consecutive terms of service on the Committee or serve on more than two DoD Federal Advisory committees at one time without approval from the Secretary of Defense or the Deputy Secretary of Defense.

Membership vacancies for the Committee will be filled in the same manner as described in the previous eight paragraphs above.

6. Subcommittee Balance: The DoD has determined that subcommittees will not be authorized for this Committee.
7. Other: As nominees are considered for appointment to the Committee, the DoD adheres to the Office of Management and Budget's Revised Guidance on

Membership Balance Plan
Department of Defense Wage Committee

Appointment of Lobbyists to Federal Advisory Committees, Boards, and Commissions (79 FR 47482; August 13, 2014) and the rules and regulations issued by the Office of Government Ethics.

8. Date Prepared/Updated: December 7, 2016